

# NOTICE TO EMPLOYEES

**U**nder Federal law, employees cannot be required to join a union or maintain membership in a union in order to retain their jobs. Under certain conditions, the law permits a union and an employer to enter into a union-security agreement requiring employees to pay uniform periodic dues and initiation fees. However, employees who are not union members can object to the use of their payments for certain purposes and can only be required to pay their share of union costs relating to collective bargaining, contract administration, and grievance adjustment.

If you do not want to pay that portion of dues or fees used to support activities not related to collective bargaining, contract administration, or grievance adjustment, you are entitled to an appropriate reduction in your payment. If you believe that you have been required to pay dues or fees used in part to support activities not related to collective bargaining, contract administration, or grievance adjustment, you may be entitled to a refund and to an appropriate reduction in future payments.

For further information concerning your rights, you may wish to contact the National Labor Relations Board (NLRB) either at one of its Regional offices or at the following address or toll-free number:

**National Labor Relations Board  
Division of Information  
1099 14th Street, NW  
Washington, D.C. 20570  
1-866-667-6572  
1-866-315-6572 (TTY)**

**To locate the nearest NLRB office, see NLRB's website at [www.nlr.gov](http://www.nlr.gov).**



U.S. Department of Labor  
Employment Standards Administration  
Washington, D.C. 20210

This Notice is required to be posted by  
Executive Order 13201, which was signed by President  
George W. Bush on February 17, 2001.

You can download copies of this poster from [www.olms.dol.gov](http://www.olms.dol.gov), send a request to [OLMS-Public@dol.gov](mailto:OLMS-Public@dol.gov), or call 1-866-4-USA-DOL.